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HIGHLIGHTS OF BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT NATIONAL COMPENSATION SURVEY SEPTEMBER 2000

Workers in the Boston-Worcester-Lawrence metropolitan area averaged \$19.28 per hour during September 2000, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Denis M. McSweeney reported that white-collar workers averaged \$23.24 per hour and accounted for 57 percent of the workers in the area. Blue-collar employees averaged \$15.68 per hour and represented 23 percent of the workforce, while the remaining 20 percent worked in service occupations and earned \$11.81 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 365 firms representing 1,332,400 workers in the Boston-Worcester-Lawrence metropolitan area, which includes 282 cities and towns in Massachusetts, New Hampshire, Maine, and Connecticut. Eighty percent of those represented worked in private industry.

In the Boston-Worcester-Lawrence metropolitan area, average hourly wages were published for more than 120 detailed occupations. (See table 1.) Among white-collar workers, computer systems analysts and scientists averaged \$33.54 per hour; civil engineers, \$30.71; licensed practical nurses, \$16.86; and secretaries, \$16.06. Blue-collar occupations included machinists earning \$20.12 per hour, truck drivers at \$16.45, electrical and electronic equipment assemblers at \$14.29, and stock handlers and baggers at \$9.71. In the service occupations, cooks averaged \$11.73 per hour; janitors and cleaners, \$11.01; and nursing aides, orderlies and attendants, \$10.92.

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National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2000 (continued)

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Boston-Worcester-Lawrence area averaged \$20.34 per hour and part-timers earned \$11.71. Union workers in blue-collar jobs averaged \$19.00 per hour, while their nonunion counterparts made \$13.68. Private industry workers at establishments employing 50-99 workers averaged \$15.82 per hour and those in establishments with 500 or more employees earned \$21.66.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Boston-Worcester-Lawrence, MA-NH-ME-CT National Compensation Survey September 2000 (Bulletin 3105-64). While supplies last, single copies of the bulletin are available from the Boston Information Office by calling 617-565-2327. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at www.bls.gov/comhome.htm. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Boston by dialing 617-565-9167 and requesting document 9810.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Boston Information Office at 617-565-2327 from 8:30 a.m. to 12:00 p.m. and 1:30 p.m. to 4:00 p.m. ET.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$19.28	1.8	\$18.65	2.2	\$22.13	2.5
All excluding sales	19.49	1.9	18.85	2.3	22.17	2.5
White collar	23.24	2.0	22.82	2.3	24.94	3.5
White collar excluding sales	24.08	1.9	23.82	2.3	25.03	3.5
Professional specialty and technical	28.17	2.2	27.66	2.6	29.66	4.5
Professional specialty	30.43	2.3	30.53	2.6	30.20	4.7
Engineers, architects, and surveyors	32.73	3.1	33.03	3.9	—	—
Civil engineers	30.71	5.1	—	—	—	—
Electrical and electronic engineers	36.80	4.8	36.80	4.8	—	—
Industrial engineers	27.33	8.3	27.33	8.3	—	—
Mechanical engineers	28.85	9.7	28.85	9.7	—	—
Engineers, n.e.c.	32.67	4.6	34.12	6.6	—	—
Mathematical and computer scientists	32.95	4.4	33.65	4.2	—	—
Computer systems analysts and scientists	33.54	4.7	34.17	4.4	—	—
Operations and systems researchers and analysts	26.92	6.3	27.83	5.9	—	—
Natural scientists	34.40	11.8	34.70	12.0	—	—
Medical scientists	31.80	15.7	32.23	16.0	—	—
Health related	26.78	3.9	27.08	4.3	24.74	6.1
Physicians	42.25	22.9	46.16	22.1	—	—
Registered nurses	24.99	2.2	25.15	2.4	23.67	3.7
Pharmacists	30.44	4.2	30.44	4.2	—	—
Respiratory therapists	20.34	3.7	20.34	3.7	—	—
Physical therapists	26.76	11.5	26.76	11.5	—	—
Teachers, college and university	43.16	5.6	45.37	6.1	33.60	9.0
Art, drama, and music teachers	29.94	7.6	—	—	—	—
Other post-secondary teachers	37.76	7.5	38.70	10.7	—	—
Teachers, except college and university	30.64	6.1	21.16	10.5	31.74	6.7
Prekindergarten and kindergarten	31.74	20.2	—	—	—	—
Elementary school teachers	32.34	6.4	30.26	7.5	32.42	6.6
Secondary school teachers	31.96	6.7	24.78	3.4	32.80	7.5
Teachers, special education	25.38	9.9	—	—	26.34	9.7
Teachers, n.e.c.	19.22	21.4	19.08	24.1	—	—
Librarians, archivists, and curators	31.34	12.3	26.59	10.0	35.27	14.1
Librarians	31.34	12.3	26.59	10.0	35.27	14.1
Social scientists and urban planners	26.48	13.9	26.48	13.9	—	—
Social, recreation, and religious workers	19.24	5.8	16.64	7.9	21.81	7.0
Social workers	19.52	5.8	16.73	7.6	21.81	7.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.99	10.9	25.99	11.0	—	—
Designers	29.43	13.5	29.43	13.5	—	—
Editors and reporters	24.64	23.7	24.64	23.7	—	—
Technical	19.87	4.1	19.92	4.3	19.12	12.7
Clinical laboratory technologists and technicians	16.82	7.0	16.78	7.1	—	—
Radiological technicians	22.35	5.3	22.35	5.3	—	—
Licensed practical nurses	16.86	2.3	17.04	2.6	16.01	4.5
Health technologists and technicians, n.e.c.	15.27	4.3	15.13	4.0	—	—
Electrical and electronic technicians	19.78	7.2	19.78	7.2	—	—
Engineering technicians, n.e.c.	24.27	5.7	24.27	5.7	—	—
Drafters	21.14	5.2	21.14	5.2	—	—
Computer programmers	26.53	12.5	26.53	12.5	—	—
Technical and related, n.e.c.	21.33	8.6	21.33	8.6	—	—
Executive, administrative, and managerial	29.83	3.5	30.07	3.9	28.50	6.7
Executives, administrators, and managers	35.02	4.5	35.81	5.3	31.58	6.0
Administrators and officials, public administration	30.02	8.6	—	—	30.02	8.6
Financial managers	31.18	7.4	31.23	7.6	—	—
Managers, marketing, advertising, and public relations	36.59	13.4	36.59	13.4	—	—
Administrators, education and related fields	32.55	8.2	33.34	17.3	32.18	8.9
Managers, medicine and health	27.69	11.3	27.72	11.4	—	—
Managers, service organizations, n.e.c.	24.00	16.5	24.00	16.5	—	—
Managers and administrators, n.e.c.	42.38	8.0	42.46	8.2	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Management related	\$23.17	3.6	\$23.36	3.8	\$21.62	6.8
Accountants and auditors	21.24	4.5	21.56	4.8	—	—
Other financial officers	24.25	7.8	24.25	7.8	—	—
Management analysts	25.41	16.5	26.57	18.1	—	—
Personnel, training, and labor relations specialists	25.21	6.9	25.48	7.2	—	—
Construction inspectors	22.94	3.0	—	—	22.94	3.0
Management related, n.e.c.	23.03	8.1	22.77	9.1	—	—
Sales	15.92	7.2	15.92	7.3	15.95	13.6
Supervisors, sales	20.09	17.5	20.19	18.0	—	—
Sales, other business services	27.26	25.5	27.26	25.5	—	—
Sales representatives, mining, manufacturing, and wholesale	28.72	18.9	28.72	18.9	—	—
Sales workers, other commodities	14.08	14.0	14.08	14.0	—	—
Cashiers	8.17	3.9	7.84	3.2	15.90	16.0
Sales support, n.e.c.	21.36	19.5	21.36	19.5	—	—
Administrative support, including clerical	14.34	1.8	14.27	2.2	14.63	2.3
Supervisors, general office	19.40	8.6	19.40	8.6	—	—
Supervisors, financial records processing	21.96	7.0	21.96	7.0	—	—
Secretaries	16.06	3.1	15.47	3.5	18.11	3.6
Typists	14.02	3.4	—	—	—	—
Interviewers	12.36	4.1	12.54	4.3	—	—
Receptionists	11.26	6.5	11.33	6.7	—	—
Order clerks	13.36	5.5	13.36	5.5	—	—
Library clerks	14.84	7.0	—	—	13.96	11.5
Records clerks, n.e.c.	12.19	6.5	12.17	6.6	—	—
Bookkeepers, accounting and auditing clerks	12.85	4.0	12.58	4.0	—	—
Billing clerks	12.37	7.2	12.37	7.2	—	—
Telephone operators	9.36	6.5	9.05	7.5	—	—
Mail clerks, except postal service	9.32	5.8	9.32	5.8	—	—
Traffic, shipping and receiving clerks	13.32	5.9	13.32	5.9	—	—
Stock and inventory clerks	16.41	6.9	15.18	5.4	—	—
Insurance adjusters, examiners, and investigators	17.51	4.9	17.51	4.9	—	—
Investigators and adjusters, except insurance	14.89	7.4	14.89	7.4	—	—
General office clerks	14.77	3.7	14.44	6.4	15.12	4.0
Bank tellers	11.92	17.5	11.92	17.5	—	—
Data entry keyers	12.59	5.1	11.42	13.0	—	—
Teachers' aides	11.09	6.8	—	—	11.09	6.9
Administrative support, n.e.c.	14.16	8.5	14.15	8.8	—	—
Blue collar	15.68	3.0	15.40	3.3	18.93	3.3
Precision production, craft, and repair	19.88	4.2	19.76	4.6	20.88	5.4
Bus, truck, and stationary engine mechanics	21.68	8.8	—	—	—	—
Industrial machinery repairers	16.86	4.9	16.86	4.9	—	—
Mechanics and repairers, n.e.c.	18.20	8.3	18.66	10.7	—	—
Carpenters	21.89	6.2	—	—	—	—
Electricians	25.86	9.5	—	—	—	—
Construction trades, n.e.c.	14.40	8.4	—	—	14.93	6.8
Supervisors, production	22.34	6.0	22.34	6.0	—	—
Machinists	20.12	4.3	20.12	4.3	—	—
Electrical and electronic equipment assemblers ..	14.29	5.9	14.29	5.9	—	—
Butchers and meat cutters	12.75	15.2	12.75	15.2	—	—
Machine operators, assemblers, and inspectors	13.07	3.7	12.91	3.8	—	—
Printing press operators	17.03	6.8	17.03	6.8	—	—
Laundering and dry cleaning machine operators ..	8.42	7.1	—	—	—	—
Packaging and filling machine operators	9.60	22.3	9.60	22.3	—	—
Miscellaneous machine operators, n.e.c.	12.77	5.9	12.47	5.1	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Welders and cutters	\$16.46	4.0	—	—	—	—
Assemblers	10.44	11.7	\$10.44	11.7	—	—
Production inspectors, checkers and examiners ..	12.58	10.4	12.58	10.4	—	—
Production testers	12.83	6.8	12.83	6.8	—	—
Transportation and material moving	16.25	5.0	15.86	5.7	\$18.85	4.8
Truck drivers	16.45	6.3	16.48	6.5	—	—
Bus drivers	15.78	6.9	13.55	6.6	—	—
Industrial truck and tractor equipment operators ..	12.19	9.0	12.19	9.0	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	12.68	7.5	12.50	8.3	15.03	6.5
Construction laborers	12.79	8.6	12.26	11.9	—	—
Stock handlers and baggers	21.24	8.1	—	—	13.91	8.2
Machine feeders and offbearers	9.71	3.9	9.71	3.9	—	—
Freight, stock, and material handlers, n.e.c.	10.68	12.1	10.68	12.1	—	—
Hand packers and packagers	12.85	10.8	12.84	10.8	—	—
Laborers, except construction, n.e.c.	8.85	7.1	8.85	7.1	—	—
.....	12.85	8.0	11.42	9.0	16.87	10.8
Service	11.81	2.8	9.81	2.9	17.09	3.1
Protective service	15.87	8.0	9.65	5.1	19.83	2.9
Supervisors, firefighters and fire prevention	23.67	3.2	—	—	23.67	3.2
Supervisors, police and detectives	29.01	12.3	—	—	29.01	12.3
Firefighting	18.69	3.8	—	—	18.69	3.8
Police and detectives, public service	19.23	3.7	—	—	19.23	3.7
Guards and police, except public service	9.66	5.2	9.56	4.9	—	—
Food service	8.35	5.5	8.11	5.9	11.86	5.8
Waiters, waitresses, and bartenders	4.42	13.8	4.42	13.8	—	—
Bartenders	7.39	20.8	7.39	20.8	—	—
Waiters and waitresses	3.69	12.7	3.69	12.7	—	—
Other food service	10.27	4.5	10.10	4.9	11.86	5.8
Supervisors, food preparation and service	14.87	10.1	14.86	10.4	—	—
Cooks	11.73	4.8	11.48	6.0	—	—
Food counter, fountain, and related	8.09	11.8	8.09	12.0	—	—
Kitchen workers, food preparation	7.90	3.8	7.90	3.8	—	—
Food preparation, n.e.c.	8.49	4.1	8.44	4.3	—	—
Health service	10.93	1.5	10.65	1.9	11.92	1.9
Health aides, except nursing	10.56	3.4	10.57	3.6	—	—
Nursing aides, orderlies and attendants	10.92	1.5	10.55	2.0	11.96	1.9
Cleaning and building service	11.28	4.8	10.62	5.4	14.13	9.5
Supervisors, cleaning and building service
workers	18.96	17.6	—	—	—	—
Maids and housemen	9.71	4.8	9.71	4.8	—	—
Janitors and cleaners	11.01	5.5	10.60	6.7	12.69	3.6
Personal service	11.74	14.0	11.49	15.3	—	—
Welfare service aides	10.54	9.0	10.54	9.0	—	—
Child care workers, n.e.c.	8.46	12.0	—	—	—	—
Service, n.e.c.	10.24	6.9	10.16	7.6	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2000

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$20.34	\$11.71	\$20.14	\$18.93	\$19.22	\$21.73
All excluding sales	20.36	12.45	20.65	19.01	19.50	18.86
White collar	24.06	15.79	23.07	23.28	23.16	26.32
White-collar excluding sales	24.40	20.06	24.58	23.93	24.02	—
Professional specialty and technical	28.50	24.84	29.64	27.57	28.17	—
Professional specialty	30.74	27.09	30.35	30.47	30.43	—
Technical	20.09	17.99	24.09	19.11	19.87	—
Executive, administrative, and managerial	29.92	24.10	26.66	30.07	29.58	—
Sales	19.97	7.88	9.63	17.74	13.59	24.01
Administrative support, including clerical	14.56	11.97	15.59	13.93	14.34	—
Blue collar	16.15	8.97	19.00	13.68	15.71	14.92
Precision production, craft, and repair	19.87	—	21.74	17.55	19.87	—
Machine operators, assemblers, and inspectors	13.20	—	15.25	12.56	13.12	—
Transportation and material moving	16.71	11.31	18.86	14.15	15.74	—
Handlers, equipment cleaners, helpers, and laborers	13.99	8.30	15.20	11.39	12.86	—
Service	13.27	7.98	15.72	9.74	11.82	—
	Relative error ⁶ (percent)					
All occupations	1.9	3.9	2.4	2.4	1.8	12.3
All excluding sales	1.9	4.4	2.4	2.5	1.9	23.8
White collar	2.0	4.7	3.5	2.3	1.9	12.1
White-collar excluding sales	2.0	4.3	3.3	2.3	1.9	—
Professional specialty and technical	2.4	4.0	4.2	2.7	2.2	—
Professional specialty	2.5	4.6	4.5	2.7	2.3	—
Technical	4.5	6.4	14.0	3.6	4.1	—
Executive, administrative, and managerial	3.5	9.2	10.7	3.6	3.5	—
Sales	7.4	2.7	7.8	8.2	7.9	10.6
Administrative support, including clerical	1.9	5.0	2.8	2.2	1.8	—
Blue collar	3.1	5.4	4.5	3.0	3.1	13.8
Precision production, craft, and repair	4.2	—	5.7	4.2	4.2	—
Machine operators, assemblers, and inspectors	3.7	—	9.3	3.9	3.8	—
Transportation and material moving	5.2	8.4	6.1	5.6	4.8	—
Handlers, equipment cleaners, helpers, and laborers	8.0	4.1	10.0	10.4	7.5	—
Service	3.1	3.2	4.3	3.0	2.8	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2000

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$18.65	\$15.82	\$19.25	\$17.48	\$21.66
All excluding sales	18.85	15.62	19.52	17.81	21.64
White collar	22.82	21.62	23.00	20.94	25.23
White-collar excluding sales	23.82	23.12	23.91	22.40	25.28
Professional specialty and technical	27.66	27.39	27.67	26.75	28.19
Professional specialty	30.53	28.04	30.76	30.16	31.07
Technical	19.92	—	19.86	19.28	20.25
Executive, administrative, and managerial	30.07	33.70	29.49	29.52	29.46
Sales	15.92	17.44	15.36	14.45	22.94
Administrative support, including clerical	14.27	13.84	14.35	13.98	14.91
Blue collar	15.40	13.69	15.89	15.31	17.23
Precision production, craft, and repair	19.76	16.73	20.08	19.35	21.52
Machine operators, assemblers, and inspectors	12.91	13.89	12.60	12.40	13.04
Transportation and material moving	15.86	13.00	17.32	16.78	18.87
Handlers, equipment cleaners, helpers, and laborers	12.50	12.44	12.53	11.99	14.15
Service	9.81	8.96	10.11	9.47	10.98
	Relative error ⁴ (percent)				
All occupations	2.2	6.6	2.4	3.4	3.5
All excluding sales	2.3	7.1	2.5	3.5	3.5
White collar	2.3	7.9	2.4	3.8	2.8
White-collar excluding sales	2.3	8.0	2.4	3.9	2.8
Professional specialty and technical	2.6	5.4	2.8	5.2	3.2
Professional specialty	2.6	5.2	2.8	5.6	3.2
Technical	4.3	—	4.4	6.9	5.5
Executive, administrative, and managerial	3.9	14.3	3.7	5.6	4.9
Sales	7.3	18.5	7.6	8.3	9.1
Administrative support, including clerical	2.2	5.8	2.4	3.5	2.9
Blue collar	3.3	6.0	4.0	4.4	9.5
Precision production, craft, and repair	4.6	8.0	4.9	4.8	10.2
Machine operators, assemblers, and inspectors	3.8	5.9	4.3	4.8	9.6
Transportation and material moving	5.7	5.2	5.7	7.4	7.6
Handlers, equipment cleaners, helpers, and laborers	8.3	19.2	9.1	12.7	8.5
Service	2.9	8.1	3.0	3.3	4.8

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.